Manitoba
Environment and
Workplace Safety
and Health

CONSULTATION REPORT, 1984

MANITOBA ENVIRONMENT

AND

WORKPLACE SAFETY AND HEALTH

CONSULTATIONS, NOVEMBER, 1984

APRIL, 1985

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1. INTRODUCTION

The Honourable Gerard Lecuyer, Minister of Environment and Workplace Safety and Health hosted a series of Consultation Meetings from November 5-10, 1984.

The Consultation Meetings were initiated in September, 1983 in order to facilitate effective decision making. They are held with groups and individuals representing labour, industry, business, medical, nursing, environmental, professional and legal interests. The constructive dialogue is extremely meaningful in providing feedback on departmental initiatives and programs.

The Consultation Meetings are only one facet of the department's overall consultative effort. In addition to the Minister's general meetings with client groups, the department routinely conducts consultations on all new programs, legislation, and regulations. The input derived during this consultation process has proven to be invaluable. In particular, it has assisted in making new legislation and regulations effective and pragmatic.

In that some time has passed between the Consultation Meetings themselves and the issuance of this Report, and to put the contents of this Report into the proper context, The Honourable Gerard Lecuyer's opening remarks respecting each Consultation Meeting are included in this document.

"I would like to welcome you today to our annual Departmental Consultation Meeting. For your information, we are holding metings all this week with a wide array of professional and public interest groups. These annual Consultation Meetings were started last fall by my predecessor, the Honourable Jay Cowan.

They are important to our Government and myself for a number of reasons. The much needed input at these meetings assists us dramatically in fulfilling our responsibility as a Government. These annual get togethers also aid us in maintaining our dialogue with your group or organization. This communication is particularly crucial at this time as our Government is trying to provide much needed programs and services during a period of financial restraint.

My staff have briefed me on last year's Consultation Meetings and I understand that many of the suggestions brought forward at that time have been acted upon. I trust that you have received a copy of the document summarizing last year's meetings. We have a number of extra copies if yuou would like one. Also, in preparation for this year's discussions we prepared a detailed background document (green and brown cover). This paper highlights some of our new and expanded initiatives this fiscal year. As well, it includes an updated status report on the issues and concerns which were raised last year. It also includes a stutus report on the various regulations that are under development by our Department. You will note also that it includes our Department's budget as well as a copy of the organizational chart.

Over the course of the last year a number of organizational changes have taken place. We have streamlined our management structure and in addition, we have adopted a team management approach to our decision making. Also, our new Planning, Research and Evaluation Branch was set up at the beginning of this year. Dr. Nick Poushinsky is the new Director of this Branch and he brings with him a wealth of expertise. One of the first tasks that is being carried out by this Branch is an internal audit of the various sections of the Department. This is being done to see if we can build in more efficiency and basically to get the best bang for our buck.

Prior to throwing it open for questions, I would like to touch upon some of the new and expanded initiatives that our Department has been working on this year.

ENVIRONMENT

As a supplement to our Hazardous and Special Waste Management Program, our Government, in co-operation with Environment Canada, plans on opening a new Manitoba Waste Exchange office in the next month or so. This new office, to be located in Winnipeg, will operate like the Canadian Waste Materials Exchange based in Mississauga, Ontario. Manitoba industries will be able to trade, buy or sell their waste products. This program has worked very effectively on a national scale and we are hoping to repeat the success story here in Manitoba. The offices will be run by the Biomass Energy Institute.

Another new initiative this year has been the establishment of a Departmental Resource Centre. This new Resource Centre which is scheduled to open in the next month or so will provide expanded services to the public as well as to Departmental staff. The Resource Centre has expanded its collection of information materials on Environment and Workplace Safety and Health Matters. It is also moving to computerize its operations. In addition, educational kits are being developed as part of an out reach program by the Resource Centre.

WORKPLACE SAFETY AND HEALTH

Another initiative that is being carried out by our Department is a two phased public education program. As you may recall, the first phase of the program ran during the first three months of this year. The second phase, which started during the last week of October consists of radio, television, newspaper, and outdoor advertisements. It also consists of some new print materials. The theme of this Workplace Safety and Health Campaign is "A Little Knowledge Saves a Lot of Pain".

Another major initiative that we are undertaking this year is in the area of our Workplace Safety and Health Training. It was just recently announced that one quarter million dollars has been set aside by the Manitoba Jobs Fund to expand supplementary forms of instruction for Safety and Health Committees. As part of this program, workers from the labour force will receive six weeks training toward becoming health and safety instructors. This new program which was developed in co-operation with the M.G.E.A. and the M.F.L. is just starting to get off the ground.

WORKER ADVISOR

Another new initiative of our Department involves the Worker Advisor Program. A total of $325,000 from the Manitoba Jobs Fund is going to hire Worker Advisor Trainees. This program will not only assist with the backlog of cases already at the Worker Advisor Office, but it will also provide the trainees with expertise to take back to their places of work.

WORKERS COMPENSATION BOARD

At the Worker Compensation Board a number of initiatives are proceeding this year. For example, a review of the current "Merit Rebate" and "Special Additional Assessment" programs is to be completed by the end of this year. Also, the Workers Compensation Board will be continuing to review its implementation of the Committee 100 Report on Rehabilitation.

Also for your information we will be circulating at the end of today's meeting an evaluation form. We would appreciate it if you could take the necessary time to fill it out. It assists us greatly in planning for these meetings.

Thank you very much".

For more information on the department's consultation program, please contact: Mark Stefanson, Director, Community Relations Branch, 960-330 St. Mary Avenue, Winnipeg, Manitoba, R3C 3Z5, telephone: 945-4742.

2. CONCERNS AND RESPONSES

INTRODUCTION

During the course of the Consultation Meetings a variety of issues and concerns were raised. The section following identifies those issues and concerns and provides a detailed response to each one.

A. GENERAL DEPARTMENT

CONCERNS	RESPONSES
ROLE OF DEPARTMENT	The mission of the Department is to prevent environmental health hazards in all places where people work, live or recreate; to detect and eliminate any such environmental health hazards and to assist workers and the general public to deal with these hazards; to prevent safety hazards in the workplace and other public places under the mandate of the department; to detect and eliminate any such safety hazards and to assist workers and the general public to deal with these hazards; to protect and enhance existing uses of the environment; to preserve long-term environmental options for future generations; and to accomplish all of these aims for the benefit of all Manitobans through legislation, education, research, monitoring and long-term planning and assessment.
COST OF REGULATIONS	Economic impact is most definitely considered. Because the Department does not have extensive resources for cost/benefit economic analyses, we rely to a large extent on active input through the consultation process to determine the cost effect of proposed regulations. The Department can then work with the affected parties to ensure that the regulations are drafted to achieve the objectives of environmental or workplace safety and health standards in a manner that results in minimal economic cost.

CONCERNS	RESPONSES
BUDGET INCREASE RE PLANNING, RESEARCH AND EVALUATION 1983-84 VS. 1984-85	In that Planning, Research and Evaluation did not exist in 1983-84 it was necessary to provide funding for office operating costs as well as for external consulting purposes. Additionally, the increase of $164.6 over the 1983-84 budget level also provided for the addition of 1.00 staff year, and other salary adjustments attributable to the collective agreement.
EVALUATION PROCESS/ROLE OF PLANNING, RESEARCH AND EVALUATION	
1. Evaluation Process (Operational Review)	The purpose of such a review process is to undertake an independent assessment of Divisional management, financial and program delivery practices with the objective of identifying the extent of compliance with policy and opportunities to improve efficiency and operational effectiveness.
2. Role of Planning, Research and Evaluation Branch	The Planning, Research and Evaluation Branch has four fundamental functions. These are in the areas of: 1) Evaluation; 2) Legislation; 3) Special Projects; 4) Strategic Planning. **EVALUATION** Within the broad area of evaluation, the Planning Branch will take a lead role in:

CONCERNS	RESPONSES
2. Role of Planning, Research and Evaluation Branch (cont'd.)	**(A) Operational Reviews:** The Branch will continue the current initiative in Workplace Safety and Health to review, comment upon, make recommendations for, and monitor the implementation of procedures for making all elements of the Department operate more effectively, efficiently, and economically. To this end, the Planning Branch has embarked on a series of three to five month reviews, with the appropriate follow-up, of each of the branches in the Department. The review of the Workplace Safety and Health Division is currently underway, followed successively by review of: - Environmental Management Services - Environmental Control Services - Worker Advisor Office - Administration Branch - Community Relations Branch Finally, a review of Planning, Research and Evaluation Branch will be undertaken through an independent review done by other than the Planning, Research and Evaluation Branch. It is intended that this sequence of reviews will form the basis of an ongoing departmental review process aimed at improving the overall operations of the Department. **(B) Program Evaluation:** As an outcome of the complement to the Operational Reviews, the Planning, Research and Evaluation Branch will begin, at some later date, to assist the Department and each of its branches in developing a Program Evaluation System. The system, when in place, will enable Planning, Research and Evaluation Branch, in consultation with each branch, to evaluate program delivery on a routine basis.

CONCERNS

2. Role of Planning, Research and Evaluation Branch (cont'd.)

RESPONSES

LEGISLATION AND REGULATION

Planning, Research and Evaluation will perform three major functions in the legislative area.

(A) Development

The Planning Branch will take an active and coordinating role in the development of departmental legislation and regulations to ensure that they are consistent with government/departmental policy, consistent with each other, enforceable and practical. As well, Planning, Research and Evaluation will assist in background research in support of legislation and regulation development.

(B) Evaluation:

A second function of the Branch will be to evaluate existing departmental legislation and regulations for appropriateness to current issues and situations and make necessary changes/amendments, if required.

(C) Assistance:

Lastly, in the Legislation and Regulation area, the Branch will serve in an advisory capacity, where required, for other branches within the Department with regard to legislation and regulations.

CONCERNS	RESPONSES
	SPECIAL PROJECTS/SUPPORT FUNCTION
2. Role of Planning, Research and Evaluation Branch (cont'd.)	Planning, Research and Evaluation will provide assistance to other branches in the Department for the purposes of development and implementation of special projects, such as the Hazardous and Special Wastes Management Program. Planning assistance, initiated by the branch undertaking the project, will consist of developing strategic plans for the development and implementation of the special project as well as assisting in necessary background research. The Planning Branch will second departmental staff, on an as needed basis, to the Branch to provide needed resources. This will not only provide developmental training to seconded staff, but will provide an intangible value of giving staff a wider view of departmental operations. As well, the Planning, Research and Evaluation Branch will have a role in any questionnaire development, use or analysis done in the Department. The Branch also provides support to the Staff Development Committee of the Executive. In this capacity, the Branch will provide, on the direction of the committee, research, needs analysis, delivery system development, coordination and/or training delivery on an as needed basis.

CONCERNS

2. Role of Planning, Research and Evaluation Branch (cont'd.)

RESPONSES

STRATEGIC PLANNING

Lastly, a fourth major function of the Planning, Research and Evaluation Branch is coordinating the development and implementation of strategic plans for the Department, which will address long term and short term plans. The Branch will attempt to project future circumstances and suggest ways the Department can anticipate any changes that may be required. Hopefully, this will aid the Department in making required changes in a smooth and orderly fashion to accommodate future circumstances.

Planning, Research and Evaluation will continue to assume the role that emerged for the Branch in the current estimates process. This will involve planning, coordinating, monitoring and facilitating the Estimates Process using the resource material developed in previous estimates processes.

Planning, Research and Evaluation will continue to play a central role in the development of policies, both for the Department, as a provider of services, and for the internal management of the Department. These activities can range from, for example, involvement in the development of new policies for program delivery, to the assessment of internal policies like that on out-of-province travel. In summation, the activities of the Branch in this functional area are aimed at helping the Department develop strategic and operational plans for itself and all of its branches.

B. ENVIRONMENT

CONCERNS	RESPONSES
PESTICIDES	
1. Pesticide Permit Regulation	The second draft of the proposed pesticide use-permit regulation under the Clean Environment Act has been widely distributed for comment. The comments have been returned, reviewed and catagorized. A final draft of this regulation has been prepared and is expected to be approved shortly.
2. Pesticide Containers	The pesticide container disposal program, commencing in 1983-84, has continued in 1984-85. Approximately 170 thousand metal pails were collected. Of these 118 thousand pails were crushed with 109 thousand being recycled and 9 thousand crushed and buried. In addition 56 thousand plastic containers were collected with most being burned. Seventy-three 205 litre drums of liquid residues were collected and temporarily stored at the Gimli Industrial Park storage area. A contract for final disposal of this liquid has been let, and the residue was removed from Gimli in late January, 1985. It would appear that a greater number of containers were being rinsed by the users prior to delivery to container collection sites. During the 1984 season, 16 municipalities had manufactured or purchased can crushers and 150 collection compounds operated. During the 1983-84 season, 71-205 litre drums of residue were collected and disposed of.
3. Surcharge on Pesticide Containers	Although remaining as an option to deal with the container disposal problem, implementation of a surcharge on pestitice containers has not been extensively explored. Should the need become apparent to move in that direction, full consultation with industry and user groups will be necessary.

CONCERNS	RESPONSES
PUBLIC HEALTH INSPECTION SERVICES	
1. Current Status	Inspection programs that were de-emphasized during the 1984-85 fiscal year due to budgetary restraint included microwave ovens, small retail grocery stores, campgrounds, hotels, motels, private water supplies, recreational/industrial (construction) camps. While regular programs are not being carried out in these areas, staff continue to respond to complaints and enquiries. As well, changes have been made in the boundaries of the departmental service regions in order to deploy staff in a more efficient manner. As well, Regional Supervisors have assumed field work responsibilities in all regions. Additionally, a committee of Public Health Inspector's has been established which meets regularly to review service concerns. To date there has been no negative feedback.
2. Environmental Accident Response	The Public Health Inspector continues to provide first response in rural areas. Inspectors are able to get to the scene quicker - to control crowds, initiate containment measures, etc. They are also able to provide any necessary public health services.
3. Swimming Pool Regulation	The Regulation is currently under review by the Department and a Committee established by the Red Cross Society. Amendments, hopefully, will be in place for the 1985 bathing season.

CONCERNS	RESPONSES
4. Whirlpool Regulation	As yet there are no established standards for whirlpools. Whirlpools may be included in a regulation in the future. Whirlpools are currently being addressed by a Federal/Provincial Committee on Environment & Occupational Health. Alberta is taking the lead role. Guidelines are expected within a year.
MANITOBA WASTE EXCHANGE	
1. Introduction	The Manitoba Waste Exchange opened on December 11, 1984. It is operated by the Biomass Energy Institute and is funded 50/50 by the Federal and Provincial Governments.
2. Analytical Capability	Analytical equipment will be available to the Biomass Energy Institute by way of the W M Ward Technical Services Laboratory. Specific analyses to be carried out include: Wet chemistry analysis Atomic absorption and argon plasma for trace metals Gas chromotography Mass selective ion detection for organic analysis.
3. Industrial Wastes	Industrial wastes are defined through the Hazardous Wastes regulation and criteria. Industries generating wastes are listed at the Waste Exchange and this listing is available to the public.
4. Environmental Information	It is important that the public receive information on the Exchange and wastes in general. An annual report is published every year by the Department of Environment and Workplace Safety and Health and information of this type will be included therein.

CONCERNS	RESPONSES
HAZARDOUS & SPECIAL WASTES PROGRAM	
1. Dangerous Goods List	The list will be updated continuously. In order to address all new materials and substances that come into the market place, specific criteria have been established in the regulations. The regulations listing the dangerous goods and hazardous waste have been redrafted to encompass comments received through the consultation process and are currently being finalized for listing under the Dangerous Goods Handling & Transportation Act early in 1985.
2. Laboratory Facilities	Regulatory requirements for waste management indicate analytical capabilities will be required on site at the disposal facility. From a regulatory standpoint, the provincial government has budgeted funding for analyatical support. The specific facilities will not be known until system components are decided.
3. Program Assessment	We are presently compiling the information gathered from our Information Exchange with industry. Hopefully, it will be available by January 1985. The Clean Environment Commission Report from Stage I of the public hearings is also available to the public.
4. Role of the Clean Environment Commission	The Clean Environment Commission will still set limits on effluents and emissions. The role of the Clean Environment Commission needs to be reassessed in light of the Dangerous Goods Handling & Transportation Act.
5. Permanent Disposal of Wastes	Public participation is required in the program and recommendations for permanent disposal of wastes will be made in concert with public participation.

CONCERNS	RESPONSES
5. Permanent Disposal of Wastes (cont'd.)	With regard to Gimli, storage of hazardous wastes has been, in the past, a temporary means of addressing previously improper disposal. This will continue. It is expected that a waste management system will not be in place for another 3 to 5 years.
6. Handling of Pesticide Residues	These wastes cannot be recycled because the residue collected are a mixture of pesticides and thus cannot be specifically used. Further to this, they have been diluted and cannot be used effectively.
7. Hazardous Waste Definition	Hazardous waste will be defined by regulation under the Dangerous Goods Handling and Transportation Act. No nuclear waste will be handled by the waste program because it is under Federal jurisdiction. Manitoba's Waste Management system is being developed to handle all wastes generated in Manitoba. An assessment of wastes generated in Manitoba has been compiled during 1983 and 1984 and the report is expected to be made public early in 1985.
8. By-products (Workers Health)	This is a co-ordinated program encompassing both the Hazardous & Special Waste Management Program and the proposed Workplace Health Regulation. Through Workplace Safety and Health legislation, dangerous goods in the workplace will be registered with the Dept. of Health and toxicological data on these various dangerous goods will be made available to workers to assess impact on worker's health.

CONCERNS	RESPONSES
9. "Nuclear" Wastes	An agreement is in place between the Atomic Energy Control Commission and the Province respecting the Underground Research Lab being developed - there will be no disposal of "nuclear" wastes in Manitoba. There is no plan to change that agreement.
ENVIRONMENTAL ASSESSMENT AND REVIEW PROCESS	
1. Conflict of Interest re: Hazardous Waste Facility	Added caution would be required by the Manitoba Environmental Assessment and Review Agency during the Environmental Impact Statement stage. The Environmental Assessment & Review Process has provision for public input. This can occur both during the development of Environmental Impact Assessment guidelines and during the review of the completed Environmental Impact Assessment. This citizen involvement may ultimately lead to public hearings. This approach would be consistent with the Manitoba Environmental Assessment and Review Agency's mandate to guide and review Environmental Assessments of proposed provincial projects.
ACID RAIN	
1. Policy	The Province is committed to cooperate with the other Provinces, with the Federal Government and the U.S. Specific strategy to address the acid rain issue is being worked out with input from concerned groups and the industry.

CONCERNS	RESPONSES
2. Industry Participation	Manitoba industry with emissions contributing to acid rain is expected to take part in addressing the acid rain issue both directly and indirectly. The direct input may come through consultation with the Department of Environment and Workplace Safety and Health and active participation in committees such as the current Federal/Provincial/Industrial Task Force. The indirect participation would be through departments such as Energy and Mines, and Business Development and Tourism.
3. Ongoing Activities	The Province is continuing to monitor the environment: ambient air quality, precipitation quality and vegetation. Sensitive areas in Manitoba are being identified through an aquatic and terrestrial sensitivity mapping process. The results of these investigations are shared, at the technical level, with our counterparts in the other Provinces and at the Federal level.
4. Current Status	Results of our monitoring activity, to date, indicate that acid forming emissions have, on occasion, exceeded the Manitoba air quality objectives. Acidic precipitation has been detected. Some impact on vegetation is noted near the major acid forming emission sources. At the Environment Ministers' Meeting in Montreal on February 6, 1985, Manitoba committed to a 200 kilotonne/year reduction in total SO_2 emissions by 1994. The Department is certain that this can be accomplished without reducing the production capacity of our Northern smelting industry and in fact are committed to this principle. There are several alternatives and Canada has pledged to contribute funding towards abatement projects.

CONCERNS	RESPONSES
WATER QUALITY PROGRAM	
1. Current Status	The Department continues to address public concerns and inquiries related to water quality. The current emphasis is on bio-monitoring and the interpretation of data. As well, site specific investigations continue to be undertaken related to priority needs.
2. Analytical Data	All historical data is on computer file and is readily available on request. In addition, Environment Canada continues to monitor inter-provincial and international waters.
3. Water Quality Objectives	The objectives are applied to selected watersheds in order to protect existing and future uses of surface water. As well, the objectives are used to set Clean Environment Commission limits and are based on existing and future uses of the stream.
ENVIRONMENTAL RESEARCH	
	The Department agrees that research is necessary but is not certain if it can be done without national and international assistance. It is essential to determine what the standards should be.

CONCERNS	RESPONSES
ENVIRONMENT PROGRAM REDUCTIONS	
1. Basic Trophic Assessment	No longer being done.
2. Wildlife Monitoring	The Wildlife Specialist was transferred to the Hazardous Wastes Program. The Program was suspended except for the two year commitment to the Federal/Provincial Mercury Agreement and monitoring for Western Equine Encephalitis in Manitoba Birds during 1984. The Specialist continues to commit 10% of his time to supervising programs under the wildlife program. The commitment to the Camp Shilo Environment Advisory Committee continues.
3. Water Quality	The surface water component of water quality monitoring was discontinued. The biomonitoring component is continuing. Site specific investigations continue. Watershed classification is continuing on a reduced basis. Due to a lack of funding, all areas within the Government had to be examined for reduction. Close examination of programs was carried out to determine where reductions could be made. It was not possible to maintain the traditional level of activity in these three program areas - i.e. basic trophic assessment, wildlife monitoring and water quality monitoring. These three programs basically monitor long term trends. Hopefully, they will be re-established in a year or so. The staff are still with the department but they are working in other areas.

CONCERNS

RESPONSES

GAS/OIL EXPLORATION IN THE HUDSON BAY AREA

For background, the project is known as the Central Offshore Project. It is part of an agreement that a consortium of companies has with the Federal Government's Canada Oil and Gas Land Administration to explore some 72 million acres in the Bay for gas and oil. Present activity consists of seismic exploration which supplies data from which companies can study oil and gas trapped beneath the ocean floor. Seismic surveys are not believed to cause environmental damage.

Actual drilling is not expected for at least another year. Before such drilling can take place, detailed environmental studies will be carried out to ensure that people and the environment are protected. A consultant has been retained by the consortium to obtain an environmental overview of the entire Bay and to respond to any regulatory requirements imposed on the company.

In addition to actively consulting with the Mayors and Councils of the Bay communities, representatives of several area native communities are present on the exploration vessels to observe the effect of the surveys on wildlife.

The Department of Energy and Mines is acting as Provincial Liaison on the project and has agreed to provide Environmental Management with updated information as it becomes available. This information will be shared with the Manitoba Environmental Council.

CONCERNS

RESPONSES

ENVIRONMENTAL EDUCATIONAL PROGRAMS

The Department is currently developing educational kits for students and teachers. The kits will feature a variety of environment and workplace topics. The kits should be ready by March, 1985 and will be available through the Departmental Resource Centre. The provision of these kits is one method of expanding the Resource Centre's services to students, teachers and private citizens.

The Department also has representation on an Environmental Education Review Committee which was established as a direct result of the last round of consultation meetings. The other committee members represent the Manitoba Forestry Association, Manitoba Environmental Council, University of Manitoba and the Manitoba Departments of Natural Resources and Education.

The Committee carried out a survey of 451 Manitoba teachers in the spring of 1984. The survey was designed to determine the degree of interest in environmental education in schools. The survey found that a high number of teachers are very interested in environmental education and sense a need on the part of their students for more information on environmental problems.

On the basis of this survey and a November 1982 public opinion poll carried out by the Department, the Manitoba Environmental Education Review Committee prepared and presented (March 18, 1985) a brief to the Ministers of Education, Natural Resources and Environment and Workplace Safety and Health.

CONCERNS	RESPONSES
ENVIRONMENTAL EDUCATIONAL PROGRAMS (CONT'D.)	
	The brief calls for the Education Minister to establish a high-level study group to carry out an in-depth investigation of environmental education in Manitoba. The objective of the study is to further environmental education in the province. The Department also provides pamphlets, reports and other informational materials to teachers, students, various government departments, libraries and private citizens on request. The Department has also developed an environmental education package, which contains a number of activities, projects, games and experiments. The package features a variety of environmental topics. The packages are distributed primarily to teachers during Canadian Environment Week in June. However, they are also distributed to teachers, students and other individuals on request throughout the year.
RED RIVER WATER QUALITY	
	The Province has met with the City to discuss the issue. Both jurisdictions are concerned and want to bring in the Federal Government. Long term projects require money. A letter has been sent to the Federal Environment Minister on this subject. The Province is willing to contribute $2 million to the South End Sewage Plant project. Results from this project would be monitored and if successful, could continue to the other stations. Discussions between the City/Province/Federal Government continue with the Province taking the lead role.

C. WORKPLACE SAFETY AND HEALTH

CONCERNS

RESPONSES

RIGHT TO REFUSE

This issues refers to the refusal to work on the grounds that the work is not safe. The following procedures are detailed in the Workplace Safety and Health Act (as a result of Amendments to the Act (Bill 87)):

1. Worker may refuse to work where the worker has reasonable grounds to believe that the particular work is dangerous to himself or others.

2. Where a worker refuses to work, the worker must report the refusal and reasons to his immediate supervisor (or any other person in charge at the workplace).

3. The person receiving the report of refusal, together with the worker, makes an immediate inspection of the worksite and takes action to remedy the dangerous conditions.

4. Worker may continue to refuse the work if the worker still believes the particular work is dangerous. The employer cannot assign another worker to perform that work unless that worker has been informed by the first worker or a Safety and Health Officer of the first worker's refusal and the reasons.

5. If the dangerous condition is not remedied, any of the persons involved may contact a Safety and Health Officer and report the refusal.

CONCERNS	RESPONSES
RIGHT TO REFUSE (CONT'D.)	
	6. Safety and Health Officer investigates the situation. 7. Safety and Health Officer prepares a written report of the findings, forwarding a copy of the report and any Improvement Orders to the worker, employer, co-chairpersons of the committee or representative and the Director. 8. The findings and any Orders of a Safety and Health Officer may be appealed by any person to the Manitoba Labour Board.
PUBLIC INFORMATION PROGRAM	The department has carried out a two phased public education program aimed at increasing awareness about workplace safety and occupational illness. It was also designed to inform Manitoba workers of the new amendments contained in Bill 87. Phase I of the program ran from February 1 to March 15, 1984. The theme of the first phase was "Safety and Health on the job - Think about it". It consisted of radio, television, newspaper and outdoor advertising as well as a direct mail-out program of posters and pamphlets. The cost of Phase I was approximately $190,000. A detailed evaluation was carried out of Phase I and it determined that the program was extremely well received by the public and more should be done by government to increase awareness in this area.

CONCERNS	RESPONSES
PUBLIC INFORMATION PROGRAM (CONT'D.)	Phase II of the Workplace Safety and Health public education program ran from October 22, 1984 to January 28, 1985. The theme of Phase II was "A little knowledge saves a lot of pain". It also consisted of television, radio, newspaper and outdooor advertising, as well as a direct mail program with pamphlets and posters. Cost of Phase II was approximately $150,000. A detailed evaluation of Phase II is to be carried out in February and March of 1985.
MANITOBA FEDERATION OF LABOUR SAFETY AND HEALTH COMMITTEE SURVEY	This survey was carried out by the Manitoba Federation of Labour with very little input from the Department. Presumably the Department will be informed as to the results of the survey in order that identified improvements can be effected.
LEAD REGULATION	This regulation has passed the first draft stage and is presently being reviewed. There is some consideration being given to making the proposed regulation into a Code of Practice under the Workplace Health Regulation.
ACCESS TO INFORMATION	It is apparent that better information is required relative to product composition to ensure that improved protection can be provided to workers using or becoming exposed to various substances in the workplace.

CONCERNS	RESPONSES
ACCESS TO INFORMATION (CONT'D.)	
	The department is setting up a committee to review the entire area of information release. This committee will be looking at methods to improve access to information, yet will respect certain confidentialities. In addition, the Attorney-General, the Honourable Roland Penner, has indicated that the Government will be introducing a "Freedom of Information" Bill during the upcoming session of the Legislature.
DIVISIONAL STAFFING LEVEL	
	Very little change is anticipated in fiscal year 1985-86. Presently the Workplace Safety and Health Division has a complement of 61.00 Staff Years.
HEARING REGULATION	
	The decision to upgrade Manitoba's legislation dealing with Workplace Hearing Conservation and Noise Control arose from an increased awareness and concern regarding noise-induced hearing loss. It was apparent that the existing legislation was inadequate to deal effectively with this complex problem. It was therefore decided to devise a more comprehensive regulation, comparable to those adopted by jurisdictions in Canada, the United States and Europe.

CONCERNS	RESPONSES
HEARING REGULATION (CONT'D.)	
	Three drafts of the proposed regulation were distributed to representatives of labour, management and professional groups and to the public for review and comment (June 1981, June 1982 and May 1983). Each draft was prepared following review of comments regarding previous drafts, existing and proposed legislation from other jurisdictions, (particularly Canada and United States legislation), and available technical literature. The current draft proposes three action levels: 80, 85 and 90 dBA. Audiometric testing and education programs would be required above 80 dBA. It would also require that personal hearing protective devices be made available to workers above 85 dBA. Mandatory exposure controls would be required above 90 dBA. These controls (engineering, work practice and personal protective equipment) are methods of reducing worker exposure to noise.
WORKING ALONE REGULATION	
	The Working Alone Regulation was originally conceived to address the problem of criminal action against convenience store employees. After examination, it was determined that protection should be improved for all employees who might be working alone.

CONCERNS

RESPONSES

WORKING ALONE REGULATION (CONT'D.)

The resultant regulation is one of the most progressive on the continent. It requires employers and workers to jointly identify possible risks to the worker working alone. The employer and worker must then detail a plan for providing assistance to the lone worker, for instances when that worker's safety or health might be endangered. The plan must be in writing and jointly signed by the employer and worker.

The Working Alone Regulation has the flexibility to deal with any working alone situation. It provides a mechanism to institute procedures that are supported by both the employer and the worker.

APPROVAL OF EDUCATION COURSES

Requirements are detailed in the amendments to the Workplace Safety and Health Act (Bill 87) as follows:

"Educational leave.
43.1(1) Subject to subsection (2), every employer, except an employer on a construction project, at a workplace where there is a workplace safety and health committee or where there is a workplace safety and health representative shall allow each member of the committee, the safety and health representative, or their respective designates, to take educational leave for a period of 2 normal working days to a maximum of 16 hours each year without loss of pay or other benefits for the purposes of attending workplace safety and health training seminars, programs or courses of

CONCERNS	RESPONSES
APPROVAL OF EDUCATION COURSES (CONT'D)	instruction offered by the Workplace Safety and Health Division or approved by the Workplace Safety and Health Committee, or provided in the current collective bargaining agreement respecting the workers at the workplace."
REDUCED LEVEL OF INSPECTORS IN THE FIELD	At the beginning of 1984 there were 10 Industrial and 7 Construction Safety and Health Officers working out of the Winnipeg office. During the year, 2 Officers retired, 1 transferred to another Government Agency and 1 transferred to the Industrial Hygiene Section of the Workplace Safety and Health Division. As of February, 1985, three new full time Field Officers have been hired in Winnipeg and one part-time Officer has been made available in The Pas. In order to maximize the effectiveness of the resources available, the Division assigned priority to field activities. Accidents and complaints were given top priority. The formation of Safety and Health Committees was also emphasized in order to reinforce the enactment of Bill 87.
DEFINED ROLE/PROGRAM FOR OCCUPATIONAL HEALTH	The present plans are for the Occupational Health Program Study to be carried out concurrent with the Occupational Health initiative under the Manitoba Jobs Fund. Details of this study are expected to be announced soon by the Minister.

CONCERNS	RESPONSES
SPEED CONTROL IN CONSTRUCTION ZONES	As a result of consultations with the Manitoba Government Employees Association , Workplace Safety and Health Division and the Heavy Construction Industry, the Department of Highways recommended that a speed limit of 60 kilometers an hour be generally used in construction areas when workers are present. Where travel speeds below this value are required to achieve personnel safety because of exceptional circumstances, then flag-persons must be utilized. The regulatory reduced speed limits would apply only when workers are present and would be removed in areas of in-activity or during non-working periods.
FIRST AID REGULATION	The first draft of this regulation was distributed for public comment. Those comments received were used to prepare a revised version of the first draft. Since there is currently a First Aid Regulation in force, and since other proposed regulations are seen as being of higher priority for implementation (Hearing Conservation, Workplace Health); it was decided to repriorize the First Aid Proposal.
SAFETY AND HEALTH COMMITTEES - INSUFFICIENT DIVISION RESOURCES TO SUPPORT COMMITTEE ACTIVITIES	There were several concerns raised regarding Safety and Health Committees.

CONCERNS

SAFETY AND HEALTH COMMITTEES - INSUFFICIENT DIVISION RESOURCES TO SUPPORT COMMITTEE ACTIVITIES (CONT'D.)

RESPONSES

a) Approval for Educational Leave Courses.
The Workplace Safety and Health Act clearly indicates that a course is acceptable if it is offered by the Workplace Safety and Health Division or it is approved by the Workplace Safety and Health Committee.

b) Staffing to assist Committee.
As described earlier, the formation of new Safety and Health Committees was an important initiative in 1984. Four hundred new committees were started by year end. All Committee minutes are carefully reviewed to identify and correct any problem areas. Special or sensitive problems may be reported in confidence to the Workplace Safety and Health Division at any time.

c) Establishment of Safety and Health Committees.
All Workplaces that meet the requirements of Bill 87 are required to establish and operate a Committee. All Workplaces that meet these requirements and don't have a Committee will be assisted by Division staff in establishing one. Responsibilities will be explained to both employers and workers.

CONCERNS	RESPONSES
SAFETY AND HEALTH COMMITTEES - INSUFFICIENT DIVISION RESOURCES TO SUPPORT COMMITTEE ACTIVITIES (CONT'D.)	d) Number of Employer vs. Worker Committee Members. The Workplace Safety and Health Act requires a Committee size of 4 to 12 persons of whom at least one-half shall be worker representatives.
PREVENTION OF ACCIDENTS/ILLNESS	Virtually all of the Division's efforts are directed towards preventing workplace accidents and illnesses. This is emphasized through Committee/Representative establishment, mandatory education, regulation development, public information programs and inspection and industrial hygiene services.
COMMITTEES LACK POWER TO ADDRESS PROBLEMS	There are presently 1100 Committees in place. Committees have a clearly defined role to play in the workplace. For positive results to occur, however, it is imperative that the Committees function with commitment and cooperation. The benefits are obvious to both workers and employers. The Department will fully support and back-up the Committees as required.

CONCERNS	RESPONSES
EXTENSION OF TRAINING SEMINARS TO RURAL AREAS	Workplace Safety and Health Training Seminar schedules are published in the Worksafe Newsletter and individual letters are sent to both worker co-chairpersons and management co-chairpersons. In Winnipeg, seminar registrations are forwarded directly to the Educational Services Branch. In The Pas and Brandon districts, seminar registrations are accommodated through communication with the District Offices and the Educational Services Branch. Areas not covered by the District Offices are serviced by the Educational Services Branch on a demand basis.
WHAT ABOUT EMPHASIS ON EMPLOYEE RESPONSIBILITY - TOO MUCH OF ONUS IS ON EMPLOYER	The Workplace Safety and Health Act cleary outlines employer, worker and Committee responsibilities. These are: a) Employer - ensure the safety, health and welfare of his workers. - comply with the Act. - provide a safe workplace. - provide information and training. - acquaint workers with all hazards. - not expose workers to risks. - cooperate with the Committee.

CONCERNS

RESPONSES

WHAT ABOUT EMPHASIS ON EMPLOYEE RESPONSIBILITY - TOO MUCH OF ONUS IS ON EMPLOYER (CONT'D.)

b) Worker
- protect his own and other workers' safety and health.
- use designated protective equipment.
- cooperate with the Committee.
- comply with the Act.

c) Safety and Health Committee.
- concern with worker safety and health.
- consider worker concerns.
- identify risks.
- develop safety measures.
- develop education programs.
- maintain records.

SAFETY TRAINING PRIOR TO ENTRY INTO THE WORKFORCE

There is full agreement with the suggestion to have new workers take Safety and Health training prior to entry into the workforce. This could be a joint venture with the Department of Education, Workplace Safety and Health, and the Manitoba Labour Education Centre.

Many high school students are presently receiving instruction in safety and health issues that they will encounter as a member of the workforce. While this program has been limited in the school system, it has been accorded more priority in the community colleges and regional comprehensive schools. It is understood that students are examined and marked on their knowledge of safety and health matters during their trades courses with the community colleges.

CONCERNS	RESPONSES
SAFETY TRAINING PRIOR TO ENTRY INTO THE WORKFORCE (CONT'D.)	In general, hazards and work methods are industry specific. Pre-employment training would have to be directed to a specific area or process in order to have relevance. This should not be directed so as to relieve the employer of the responsibility for training.
WORKERS SHOULD SHARE IN THE COST OF SAFETY AND HEALTH	The responsibility for providing and maintaining a workplace and equipment that are safe and without risks to health as far as is reasonably practical is a duty of the employer and is specified as such in the Workplace Safety and Health Act. Organized labour has recently provided considerable funds to promote and provide safety and health related training. It is the position of the Government that adequate measures to protect the safety and health of workers is a legitimate cost of doing business and rightfully is a responsibility of the employer. It is not reasonable to disassociate safety and health with job performance - the proper way to do a job includes all safety and health precautions as an integral part of the procedure.

CONCERNS

RESPONSES

WORKPLACE SAFETY AND HEALTH
JOBS FUND TRAINING PROJECT

The Manitoba Jobs Fund safety and health training project is designed to equip 40 workers from the Manitoba labour force with the skills and knowledge necessary to deliver a Safety and Health Committee education program. Eligible trainees will be identified by the Manitoba Federation of Labour based on the following criteria:

1. Future availability to act as an instructor.
2. Interest in occupational safety and health.
3. Dispersed geographic locations throughout the Province.
4. Diverse matrix of employment backgrounds.
5. Cross section of unions represented.
6. Perceived aptitude to function as an instructor.

In addition, some course openings have been made available to non-Manitoba Federation of Labour affiliates such as the Construction Trades and the Manitoba Teachers Society.

The union representatives will receive six weeks training prior to returning to their jobs. On their return, they will co-ordinate training for safety and health committee members.

CONCERNS	RESPONSES
WORKPLACE SAFETY AND HEALTH JOBS FUND TRAINING PROJECT (CONT'D.)	The program is designed to expand Workplace Safety and Health Committee training. The cost of $250,000 will be funded by way of Manitoba Jobs Fund monies set aside through agreement with the Manitoba Government Employees Association (in return for a three month extension of the existing collective agreement accompanied by a freeze of wages). The program will be carried out in co-operation with both the Manitoba Government Employees Association and the Manitoba Federation of Labour to ensure that the program meets the objectives of all concerned. In addition to training 40 union representatives to become Workplace Safety and Health Instructors, the establishment of a number of satellite resource centres is also underway. To be located at Brandon, The Pas and Thompson these resource centres will consist of a small, but relevant literature collection, various training equipment such as flip charts, sync-slide tape projector, VHR recorder and an overhead projector. Further details regarding specific locations, access, etc. will be communicated in the near future.
CORE AREA PROJECT - SAFETY AND HEALTH TRAINING	At the present time, core area workers are referred to Core Area projects by the project co-ordinators of the Core Area Training and Employment agency who come under the Department of Education and are located at 124 King Street in Winnipeg. The safety and health training of these workers is the responsibility of the contractor for whom they are working.

CONCERNS	RESPONSES
CORE AREA PROJECT - SAFETY AND HEALTH TRAINING (CONT'D)	
	The Core Area Training and Employment Agency is presently looking at ways to assist new workers with obtaining safety hats and safety shoes as required to be provided by the worker under Section (1) Part (4) of Manitoba Regulation 86/84. "(4) Equipment to be provided Protective clothing and equipment required beyond normal occupational dress and equipment shall be provided and maintained by the employer, excluding safety headwear and safety footwear which shall be provided by the worker, unless a current collective agreement provides for alternative arrangements."
STATUS OF WORKSAFE NEWSLETTER	
	Worksafe is published quarterly and the estimated mailing is 40,000. - 30,000 copies are delivered by bulk mail drop - 10,000 copies are distributed on a "request basis". - copies are available to anyone by contacting the Educational Services Branch and asking to be placed on the Worksafe mailing list.
EVALUATION OF SERVICES BEING PROVIDED	
	To ensure that the services being provided by the Workplace Safety and Health Division continue to meet the needs of workers and workplaces, it is important to continuously evaluate those services being provided. The Department does this in several ways:

CONCERNS	RESPONSES
EVALUATION OF SERVICES BEING PROVIDED (CONT'D.)	(i) monitoring Workers' Compensation Board accident and illness statistics; (ii) periodically undertaking public opinion polls; (iii) carrying out periodic operational reviews; (iv) establishment of a formal program evaluation system and conducting regular program evaluation. This process is still in the formative stages. (v) receiving feedback through the consultative process. As a result of inputs from these various sources, service types and levels can be amended to correspond to changing circumstances.
ROLL OVER PROTECTIVE STRUCTURES REGULATION	Efforts are being made to educate the farm community through a joint departmental education campaign. The purpose of this is to encourage people to install Roll Over Protective Structures for their own protection. It will not be regulated at this time. Roll Over Protective Structures will be a requirement for tendering on equipment used in the public service. Most new tractors meet the Roll Over Protective Structures standards. The main concern is with older equipment, which must be retrofitted.

CONCERNS

RESPONSES

SUPPLEMENTING INSPECTION STAFF THROUGH USE OF SUMMER STUDENTS

This is an area where resources are severely taxed in carrying out accident investigations and following up on complaints/concern calls and making inroads towards enforcement.

While it is not feasible to assign summer employment students to carry out inspections and survey related duties, they could perform a valuable duty by promoting and assisting firms in setting up safety committees as required by the Act and regulation.

Students could also be usefully employed in monitoring activities. While this does not require great expertise, it does require observation and the attention of a staff person.

There will be some requirements for resources to train the students. A limited program of approximately one week's duration would probably suffice for this requirement.

The use of summer students would also be of benefit as assistants to the Industrial Hygienist. The educational experience for the student would be very advantageous.

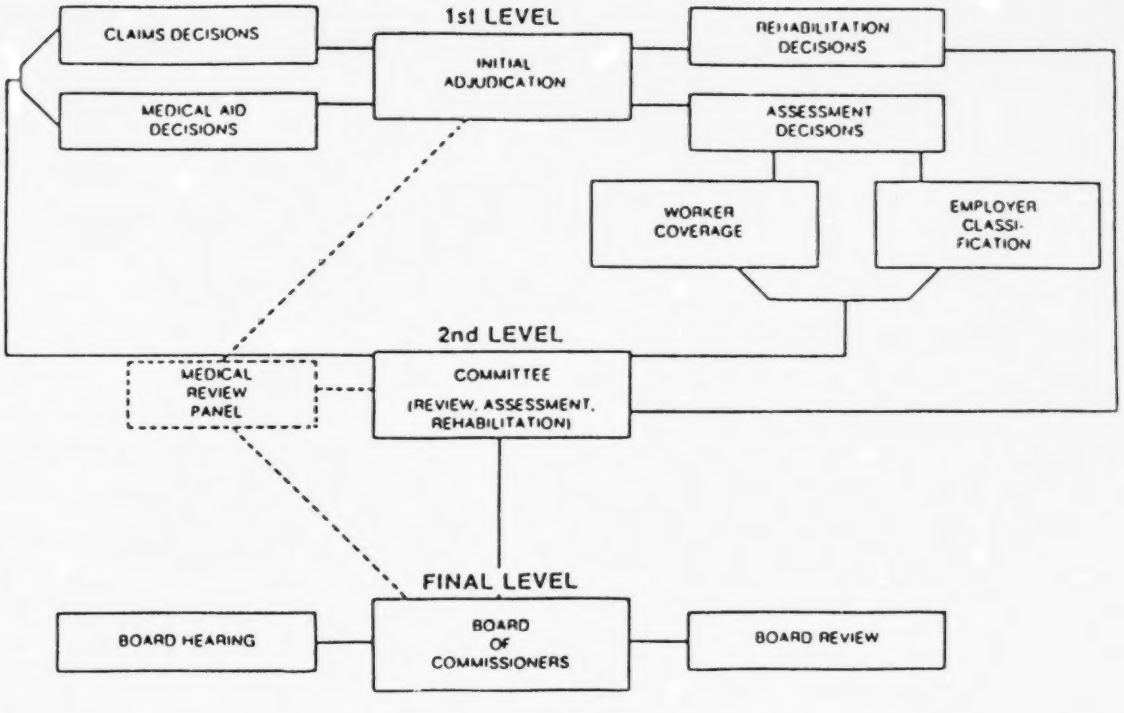
This suggestion will be actively pursued and dependent on the student resources allotment to the Division, could be put in operation for the summer season during the next fiscal year (1985-86).

CONCERNS	RESPONSES
LIBRARY FACILITY AT WORKPLACE	The Library facility located at Workplace Safety and Health continues to be available for public use. As well, the main Departmental Resource Centre - located at Building 2, 139 Tuxedo Avenue continues to expand its services and information materials. Consideration is being given to opening the Library during off-hours if the demand exists.
MORE EMPHASIS ON ENFORCEMENT	Although more emphasis is being placed on Safety and Health Committee and Representative establishment and on education, the Department is proceeding with the development and implementation of a number of regulations. There is no question that the legislation and regulations <u>will</u> be enforced.

D. WORKERS COMPENSATION BOARD

CONCERNS	RESPONSES
NUMBER OF PEOPLE RECEIVING BENEFITS	There were some 44,000 accidents last year. As of October 31, 1984, there had been an increase in accidents of 10.18% over the comparable 1983 period.
ACCIDENT TREND	There has been a decline in claims, but an increase in compensation costs. This mainly arises due to the increased salary rates of workers in our province, and the increased medical costs associated with treatment of an injured worker. Compensation costs continue to rise: 1) as compensation benefits have increased as a result of higher wages and an increase in the average length of time loss from work, 2) there has been a major impact on the fund in settling prior claims brought forward through the appeals process, 3) medical and chiropractic expenditures have continued to increase, largely due to the use of more indepth diagnostic techniques, 4) the vast majority of the recommendations contained in the Lampe, Cooper, Cereco and Section 100 reports have, and continue to be, implemented on an ongoing basis. With increased medical expertise (3 specialists employed) and the continuing improvement in establishing viable rehabilitation programs, it is hoped injured workers will be able to return to appropriate duties more readily.

CONCERNS	RESPONSES
RELATIONSHIP OF WORKERS COMPENSATION BOARD STATISTICS TO THE DEPARTMENTAL REGULATION THRUST (WORKPLACE SAFETY AND HEALTH)	There is a close link between the two. For example the Department's proposed Hearing Conservation and Noise Control Regulation and Workplace Health Regulation are substantially related to increased compensation costs being incurred with respect to hearing loss and occupational disease/illness claims. A computer access link between the Workers Compensation Board and the Workplace Safety and Health Division should be operational by the end of 1985.
COMPENSATION OF PRE-EXISTING CONDITIONS	There is a Section in the Act that does address pre-existing conditions. If the pre-existing condition is aggravated, compensation is payable.
ABUSE OF SYSTEM	The Board has structured and streamlined an appeal procedure in which the employer has the same right as the employee to appeal. The employer is also given access to the Medical Review Panel. The Board has put in place a structured three tier appeal process as outlined in the page following.


1st LEVEL
CLAIMS DECISIONS
MEDICAL AID DECISIONS
INITIAL ADJUDICATION
REHABILITATION DECISIONS
ASSESSMENT DECISIONS
WORKER COVERAGE
EMPLOYER CLASSI-FICATION
2nd LEVEL
MEDICAL REVIEW PANEL
COMMITTEE
(REVIEW, ASSESSMENT, REHABILITATION)
FINAL LEVEL
BOARD HEARING
BOARD OF COMMISSIONERS
BOARD REVIEW

CONCERNS	RESPONSES
APPROVAL PROCESS SEEMS TO BE BOGGED DOWN	There has been quite a backlog in Review Committee, but it appears that the backlog has been decreased in the past little while. Once a claim is accepted, benefits are paid, providing the worker is disabled, until that decision is reversed. By the same token, once a claim has been rejected, no benefits are paid until the decision is reversed.
ACCESS TO INFORMATION	An employer does have access to medical memorandums placed on file by the Workers Compensation Board doctor. On some occasions the Workers Compensation Board doctor paraphrases the outside doctor, and, in this way, the employer does have some indirect access to those reports. The matter between a doctor and a patient is really a privileged relationship and it would be very difficult to simply say that an employer was now privy to confidential and privileged doctor-patient reports. However, in making the Workers Compensation Board doctor reports available as correspondence to the employer, we hope this has improved the situation. The matter of disclosure may be addressed again when the Act is reviewed.
RELEASE OF COMPLETE COOPER REPORT	The Government assured those people coming forward to testify that their testimony would be treated as confidential. The Government does not intend to break faith with those people.

CONCERNS	RESPONSES
RELEASE OF COMPLETE COOPER REPORT (CONT'D.)	In November, 1981, a group of employees of the Workers Compensation Board came forward to testify against the many unfair practices they perceived at the Workers Compensation Board. To insure these employees against any retribution, and to provide for their continued job security, the Government assured them of anonymity. The complete Cooper Report contains names, and even with the deletion of the names, it would not be difficult for informed persons to reconcile individuals to the testimony. The shorter version of the Cooper Report, which was publicly released in June 1982, accurately reflects the allegations and the findings, which basically substantiated all but one of the charges. All of the Government's responses to the ten charges which were substantiated have been implemented.
RECEIPT OF MEDICAL INFORMATION	As of November 20, 1984, the average time for receiving medical reports has been reduced from ten weeks to six weeks.
PENSION REVIEW	This matter may be considered when the Act is reviewed.

CONCERNS	RESPONSES
PENSION REVIEW (CONT'D.)	
	Under the present Act, if a pensioner receiving a disability award from the Workers Compensation Board dies as a result of his compensable condition, the dependent widow is entitled to the full pension benefits until her death or re-marriage. It would be extremely difficult to justify the continuance of any pension, either partial or full, if the death is totally unrelated to the disability. Under the present compensation system, which is funded by employers, any payment of benefits must be attributable to a work-related injury or disease.
REHABILITATION PROGRAM REVIEW REQUIRED	
	Some recommendations of the Section 100 Committee have already been implemented. Some recommendations have tremendous costs associated with them. It should be noted that rehabilitation was non-existent a few years ago and it is just in the developmental stages.
	The Section 100 Committee report was released in October, 1983, containing 19 comprehensive recommendations. As of November 30, 1984, 11 of those recommendations have been fully implemented, 3 have been partially implemented, 3 require legislation and 2 are under review.
	The Minister has forwarded an interim report to interested parties. Subsequent plans include the release of the complete Government response, including the effect of the recommendations, towards the summer of 1985.

CONCERNS	RESPONSES
RURAL CLAIMANT COMMUNICATION	
	This issue will continue to be addressed by the Workers Compensation Board and, hopefully, service to injured workers in rural areas will continue to improve. As an interim measure, the Board has re-aligned the territorial responsibilities and caseloads of the counsellors which allows the counsellor more availability in the community and more frequent contacts with injured workers. Future plans exist to review the necessary factors for the establishment of permanent satellite facilities in the northern and southern area of Manitoba.
MERIT REBATE SYSTEM REVIEW	
	The Board has this matter under review and will be meeting with employer groups in the near future. It should be noted that the average assessment rate increase last year should have been in the area of 53%, but it was felt this would be an impossible cost to hit industry with and Government, therefore, reduced the requested amount to 20%. The Board has requested a review of the current "Merit Rebate" and "Special Additional Assessment" programs to be completed during 1984. An "in house" committee has been structured to study the parameters of such a system.

CONCERNS	RESPONSES
CARDIAC CLAIMS	The cardiac policy is currently being reviewed. Input has been requested from both labour and industry. The input received by labour and industry is being thoroughly evaluated by the Board of Commissioners. Upon completion of the review, interested parties will be informed of any changes to the current criteria. With the exception of Cardiac Claims for Fire Fighters, which are governed by special regulation, the cost of the Cardiac Policy has been less than $5,000,000. to date (December 31, 1984).
WORKERS COMPENSATION BOARD ACT REVIEW	Cabinet authorization has been received to conduct a review. The terms of reference and structure of the Committee will now have to be referred back to Cabinet. This may be a fairly lengthy process. Further details will be announced in the near future.
SPECIAL ADDITIONAL ASSESSMENT	It is very difficult to determine what potential industrial disease costs will be. Improved use of the on line computer system will probably allow for greater accuracy in predicting future costs.

CONCERNS	RESPONSES
CLAIMS RE SELF-INSURED EMPLOYERS	The costs are borne directly by the employer.
ALTERNATE COMMISSIONERS	All Commissioners will be present when policy decisions are ratified. They will also be present when adjudication or appeals are deliberated, unless it is absolutely unavoidable. This will obviate the need for an alternate Commissioner.
AUGMENTATION-CUT-OFF AT AGE 65	Using age 65 as the cut-off point may conflict with Human Rights Legislation. However, as an example, it should be noted that it would be equally unfair to presume a miner would work until age 80, as anyone knows a miner retires well before age 80. In connection with the deductions, there may have to be a system devised to compensate a worker, when, by taking early retirement or pension benefits, other income is lost. Some of these matters, however, can only be changed by legislation. When one considers amending one section of the Act, you have to look at all of the others that are affected. The policy regarding augmentations is currently under review.
PARTIAL DISABILITY POLICY	Three specialists have been hired to improve this situation. It is not always possible to assess residual disability, particularly joint afflictions, until the condition stabilizes. This sometime takes many months.

CONCERNS	RESPONSES
SECTION 100 COMMITTEE REPORT	
	An interim report is being prepared which should be released shortly. A complete report will be forwarded to all interested parties as soon as all of the recommendations have been addressed.

E. WORKER ADVISOR OFFICE

CONCERNS	RESPONSES
TRAINING PROGRAM	One hundred and sixty files are pending by the Review Committee. More workers are required to assist their fellow workers re the legislation. The training program will assist in improving understanding and awareness of the legislation. Seven trainees have now been hired. The selection process was conducted by a representative from the Manitoba Federation of Labour and the Manitoba Government Employees' Association. All of the trainees are from the Winnipeg area and represent the CUPE, MGEA, Graphic Arts, UFCWA, Machinists & Aerospace Workers and Public Service Alliance.
BACKLOG IN CASES	When the Worker Advisor Office was established the backlog was created by a request from injured workers to reopen their files. It was felt that it would take 2 years to get caught up. Now that the staffing level in the Worker Advisor Office is up to the approved complement, coupled with the establishment of the Worker Advisor Training Program, it is expected that significant progress will be made to resolve the backlog of cases.
STAFFING IN WORKER ADVISOR OFFICE	The Worker Advisor Office has six full time Advisors. No change in this staff allotment is foreseen in the near future.

3. FUTURE CONSULTATIONS

INTRODUCTION

In addition to the Annual General Consultation Meetings the Department will be seeking extensive public and interest group input into the review of the Workers Compensation Act and into an Occupational Health Program Study. Both of these undertakings will commence in fiscal year 1985-86.

Additionally, ongoing consultation will occur respecting legislation and regulation development. The specific regulations the Department anticipates dealing with during fiscal year 1985-86 follow.

WORKERS COMPENSATION ACT REVIEW

Cabinet authorization to conduct a comprehensive review of the Workers Compensation Act has been received. Currently the review terms of reference and Committee structure are being formulated.

Pending finalization of these two components, the actual review phase will commence quickly. It is hoped that this will be in place by April 1, 1985.

It should be noted that the review process will be fairly lengthy - it could take upwards of two years to finalize a new Workers Compensation Act.

OCCUPATIONAL HEALTH PROGRAM STUDY

Considerable concern has been expressed by client groups regarding the Department's Occupational Health Program.

In response to both these concerns and the Department's desire to establish and deliver an effective occupational health service to Manitoba workers, employers and their representatives, a comprehensive study of occupational health services available within the Province of Manitoba and the requirements for improving such services will be undertaken.

Such a study is intended to accomplish the following:

1. To identify various needs for occupational health services, keeping in mind that the objective is prevention of occupational diseases and illnesses rather than the more traditional role of treatment.

2. To design comprehensive policies or guidelines for occupational health services which will deal effectively with the "needs" identified under (1) above.

3. To review existing resources, their limitations, and problems regarding the effective delivery of preventative occupational health services.

4. To design appropriate strategies to implement the policies or guidelines identified under (2) above, to ensure the effective delivery of occupational health services with the objective being prevention of occupational disease and illness.

The problems and potential solutions regarding upgrading of preventative occupational health services involve a wide sector of the community, including employers, workers, health professionals, professional associations, trade unions, educational institutions and government agencies. In order to identify and resolve the problems the views and concerns of all will have to be considered.

Detailed plans for this study have not, as yet, been concluded. The study is tentatively targeted to commence on or about April 1, 1985.

REGULATIONS

Ongoing consultation takes place with respect to all Departmental regulations. At the present time, approximately thirty-five regulations are under active consideration, drafting or amendment.

The Department has structured the following Regulation Development Plan:

The following Regulations are considered to be priority Regulations and will, if possible, be filed by March 31, 1985:

- Dangerous Goods List
- Hearing Regulation
- Construction Regulation (Part II)
- Mines Regulation
- Safety and Health Committee Regulation/Codes of Practice
- Pesticide Permit Regulation
- Swimming Pool Regulation

The following Regulations, also considered priority Regulations, will take longer to complete, but could be ready for filing by March 31, 1986:

- Manifest Regulation
- Registration Regulation
- Workplace Health Regulation
- Waste Disposal Grounds Regulation
- Gasoline and Associated Products Regulation
- Sewage Lagoons Regulation
- Peat and Stubble Fires Regulation
- Construction Regulation (Part III) - Includes Roll Over Protective Structures
- Asbestos (Code of Practice)
- Construction Camp Regulation

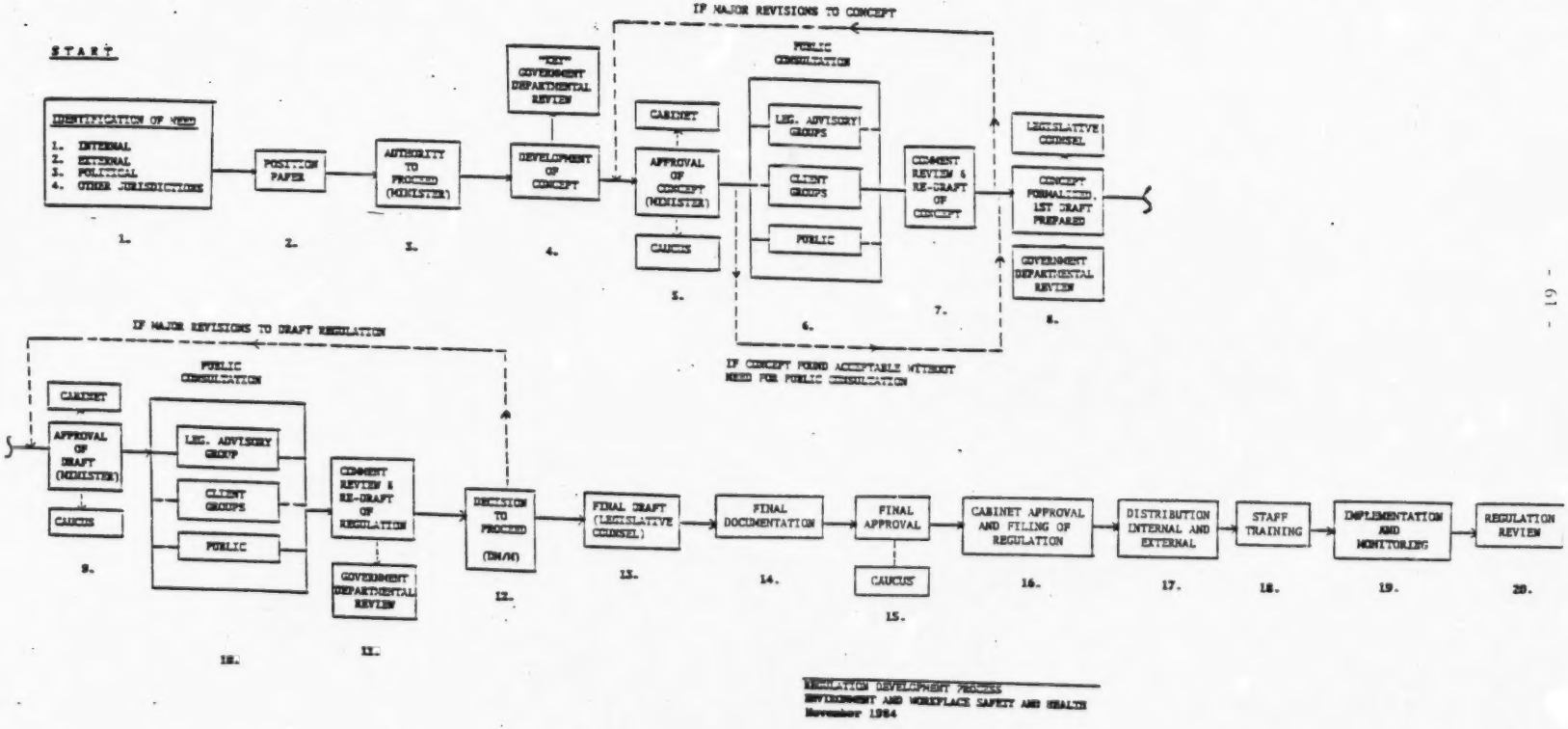
Work will also proceed on the following Regulations:

- Licensable Hazardous Waste Regulation
- Facility Licensing Regulation
- Construction Regulation (Part IV)
- Construction Camp Regulation
- Spray Finishing Regulation
- Lead Regulation
- First Aid Regulation
- Industrial Regulation
- Incinerators Regulation
- Septage Regulation
- Livestock Production Operations Regulation:
    a) Land Use
    b) Technical

- Asphalt Plants Regulation
- Stack Sampling Facilities Regulation
- Whey Regulation
- Water Supplies Regulation
- Waterworks, Sewerage and Sewer Disposal Regulation
- Atmosphere Pollution Regulation (Repeal)
- Collection and Disposal of Wastes Regulation (Repeal)
- Rental Accommodation Regulation

The material following more fully describes the Departmental Regulation Development Process.

APPENDIX A



REGULATION DEVELOPMENT PROCESS
ENVIRONMENT AND WORKPLACE SAFETY AND HEALTH
November 1984

ENVIRONMENT AND WORKPLACE SAFETY AND HEALTH

REGULATION DEVELOPMENT PROCESS

(NOTES: To Accompany Flow Chart)

PROCESS	ACTION BY
1. IDENTIFICATION OF NEED a) **Internal** - need recognized by field staff through inspection or research. b) **External to Division** - direct contact between Division and client groups (i.e. MFL, CMA, MEC). c) **External to Minister** - Ministerial contact with client groups or other jurisdictions (other Government Departments). Also includes Legislated Advisory Groups such as the Advisory Council on Workplace Safety and Health and the Clean Environment Commission.	- Initial contact between Planning, Research and Evaluation and responsible Division to decide appropriate course of action, i.e. conduct research etc.
2. POSITION PAPER This document provides the information necessary for the Minister to give direction with respect to further development. The paper will include: a) **Background Information** - situation leading up to proposal; - current status; - statement of Government/Department Policy. b) **Needs Assessment** - evaluation based on internal research with respect to present situation and government policy. c) **Desired Result** - reason for change; - extent of change; - impact of no change. d) **Options** - list of ways to affect desired change (general); - advantages/disadvantages of each proposal. e) **Recommendations** - desired option; - detailed analysis (takes format of Concept Development Paper); - justification.	- If decision made to proceed towards development of regulation, Division appoints person responsible, either individually or as a committee chairperson. - Designated person will be responsible for the development of the position paper. P.R.E. will offer assistance, if required. - Completed draft position paper will go to P.R.E. for introduction at Regulation Development Committee. RDC will integrate the proposal with the Departmental Regulation Development Plan, suggest changes, make recommendations, etc. and forward position paper through Director, P.R.E. to Deputy Minister.

PROCESS	ACTION BY
f) Impact Assessment - assessment of recommendation; - cost to private/public interest groups; - benefits to private/public interest groups; - potential controversy; - potential Department program change; - potential client process change (impact other than cost).	
3. AUTHORITY TO PROCEED **Options:** - may include discussion with other Ministers, i.e. Minister of Health, Labour; - meetings with staff to discuss. - approval in principle to further develop concept. - specific direction re a) provisions to be included in regulation; b) emphasis of regulation.	- Deputy Minister/Minister review proposal and respond to Director, P.R.E., attention RDC, c.c. Division.
4. DEVELOPMENT OF CONCEPT Expansion of the Recommendation in the Position Paper to a working document in a form suitable for Minister/Cabinet and public review. The document should be in a form to allow the actual drafting of the regulation following public consultation (if required) on the concept.	- Designated person responsible for the development of concept paper. P.R.E. will provide assistance, if required.
The Format of the document to contain: a) Background information; b) Scope and Mandate (legislative); c) Principles specific to the recommendation; d) Objectives specific to the recommendation; e) Implementation scheme; f) General impact review.	
Appendix to document: (Internal only) a) controversy/support statement; b) resource allocation; c) expanded impact statement; d) proposed consultation and communications plans: 1) during development; 2) after filing.	- Designated person to contact Community Relations Branch for assistance in developing consultation/ communications plan.
*(Prototype of this working document to be developed during next Regulation at this step.)	
Consultation - Other Departments - Key government departments who may be affected by this regulation will be contacted at the staff level to discuss impact and consult with respect to concept development material.	- Completed concept package forwarded to RDC for review. RDC forwards package through Director, P.R.E. to Deputy Minister.

PROCESS	ACTION BY
5. APPROVAL OF CONCEPT - may consult Cabinet/Caucus. - may decide public consultation on concept is required (if not, go to Step 8).	- Deputy Minister/Minister review proposal and respond to Director, P.R.E., attention RDC, c.c. Division.
6. PUBLIC CONSULTATION (CONCEPT STAGE) Public consultation as per Concept package.	- Designated person responsible for consultation. - Community Relations coordinates mailing lists, process etc. although physical mail out done in Division. - P.R.E./C.R. provides assistance re public meetings, presentations, if required.
7. RE-DRAFT OF CONCEPT Amendments by staff based on comments. This may include consultation with Advisory Groups (i.e. Advisory Council, MEC, HERC, CEC).	- Designated person responsible for incorporating required changes to concept. P.R.E. will provide assistance, if requested. Recrafted concept to RDC. If substantial changes, Deputy Minister/Minister approval will be sought.
8. 1ST DRAFT OF REGULATION PREPARED - Committee (size depending on regulation) of divisional staff with initial consultation with P.R.E. - Committee drafts regulation (consult with Legislative Counsel and other Government Departments). - Draft regulation may be sent to Advisory Council or H.E.R.C. for review/ consultation. - could include Advisory Council sub-committee in formulation of draft, and Advisory Council review. Each regulation may have slightly different approach vis a vis sub-committee role.	- Designated person responsible for development of regulation. P.R.E. will provide non-technical assistance, as required. Division should utilize internal resources as much as possible, i.e. develop internal expertise in regulation drafting.

9. APPROVAL TO PROCEED TO CONSULTATION
 	
Division to forward to RDC:
 	
- draft regulation in "Spread Sheet" format;
- background materials (support, technical);
- Detailed consultation plan (P.R.E., Community Relations);
  - groups to be contacted;
  - scheduling;
  - media.
 	
- Option to go to Cabinet/Caucus.
	- Draft regulation to RDC for review.
	- Detailed consultation plan (as developed in concept package to be included).
	- RDC to forward, through Director, P.R.E. to Deputy Minister/ Minister, for approval to proceed.

10. PUBLIC CONSULTATION - Public consultation as per Concept package. Consultation may include: - direct client mail out; - client associations; - public meetings; - client group meetings; - media notification (public).	- Designated person responsible for consultation. - Community Relations coordinates mailing lists, process etc. although physical mail out done in Division. - P.R.E./C.R. provides assistance re public meetings, presentations, if required.

PROCESS	ACTION BY
11. **RE-DRAFT OF REGULATION** - Documentation and assessment of comments by divisional committee. - Re-draft undertaken by committee with consultation of other departments. May include Advisory Council or HERC review as per Step 8. - Issue report including comments on draft and analysis of comments in "Spread Sheet" format. - "Spread Sheet" to include: - original draft; - amended draft; - comments (reason for change).	- Designated person responsible for redrafting regulation. Report to RDC re comments, changes. RDC to recommend next stage of process to Deputy Minister/Minister, through Director, P.R.E.
12. **DECISION TO PROCEED** RDC in consultation with Deputy Minister/Minister to proceed to final adoption or further public consultation.	
13. **FINAL DRAFT - LEGISLATIVE COUNSEL** Review by Legislative Counsel as to form.	- Designated person with assistance from P.R.E.
14. **FINAL DOCUMENTATION** Preparation of necessary material: - Cabinet Paper - Order-in-Council - Schedule (Regulations) - Impact Statement - Necessary Correspondence [Route: Director/Deputy Minister/Minister/ Clerk of Executive Council (M. Decter) (c.c. B. Carroll)]	- Final package/documentation prepared by designated person with assistance from P.R.E., if required. Package forwarded from RDC, through Director, P.R.E., to Deputy Minister/Minister for processing.
15. **FINAL APPROVAL - MINISTER** Approval to proceed to Cabinet (may discuss with Caucus).	
16. **CABINET APPROVAL AND FILING**	
17. **REGULATION DISTRIBUTION - INTERNAL AND EXTERNAL**	- Designated person responsible for ensuring: a) regulation distributed to all internal staff; b) regulation distributed to all clients/consultation participants. - Community Relations responsible for coordinating media notification.
18. **STAFF TRAINING**	- Division responsible for ensuring appropriate staff trained in provisions and enforcement of regulation. Division, P.R.E., Community Relations support as required.
19. **IMPLEMENTATION AND MONITORING**	- Division responsible for implementing the Regulation. Record to be kept by responsible person of all problems encountered as program/regulation implemented.
20. **REGULATION REVIEW**	- Division to initiate regulation review process after filing, with cooperation of RDC. Detailed process to be developed.

STATUS PHASES

PHASE (1)
- identification of need (1)
- position paper (2)
- authority to proceed (3)
- concept development (4)
- concept approval (5)

PHASE (2)
- concept consultation (6)
- comment, review and concept redraft (7)
  (further concept consultations stay in this phase)
- draft 1 (8)
- draft 1 approval (9)

PHASE (3)
- draft 1 consultation (10)
- comment, review and redraft (11)
- decision to proceed (12)
  (further draft consultations stay in this phase)

PHASE (4)
- final draft (13)
- documentation (14)
- final approval (15)
- filing (16)

PHASE (5)
- distribution (17)
- training (18)
- review (19)

* See Regulation Development Plan

Revised February 22, 1985

ACT	PROPOSED REGULATION	STATUS					PROJECTED FILING	COMMENTS (SPECIFIC STATUS)
		Phase 1 (1-5)	Phase 2 (6-9)	Phase 3 (10-12)	Phase 4 (13-16)	Phase 5 (17-20)		
Dangerous Good: Handling and Transportation	Dangerous Goods List (E. Yee)				13		February/1985	Final draft stage.
	Manifest		8				June/1985	Awaiting national program.
	Registration						June/1985	Coordinating with Workplace Health Regulation.
	Licenceable Hazardous Waste	1					September/1986	No immediate need.
	Facility Licencing	1					September/1986	No immediate need.
Workplace Safety and Health	Asbestos (D. Nikkel)		8				April/1985	Development of Code of Practice.
	Hearing (J. MacKay)				14,15		February/1985	Cabinet documentation sent to Deputy Minister by RDC.
	Construction (Part II) (G. McCaughey)			12			March/1985	Final draft to be completed.
	Construction (Part III & IV) (G. McCaughey)		8				May and December/1985	Draft 1 under way.
	Construction Camp (G. McCaughey)		8				May/1985	Governmental Department Review.
	Spray Finishing (G. Bawden)			11			June/1985	Public comments reviewed, Draft No. 2 prepared.
	Fire Fighters Protective Equipment (G. Bawden)					17	January/1985	Code of Practice complete. Gazetted January 19, 1985.

ACT	PROPOSED REGULATION	STATUS					PROJECTED FILING	COMMENTS (SPECIFIC STATUS)
		Phase 1 (1-5)	Phase 2 (6-9)	Phase 3 (10-12)	Phase 4 (13-16)	Phase 5 (17-20)		
Workplace Safety and Health (Continued)	Lead Regulation (G. Hildebrand)		7				Inactive	First draft regulation prepared/may become a Code of Practice.
	Workplace Health (D. Wigmore)			11			September/1986	Public review and re-draft under way.
	Mines (R. Glassford)				14		March/1985	Final draft complete.
	First Aid (J. Elias)	4					Inactive	Format change required.
	Safety and Health Committee (J. Barley)			11			March/1985	Public comments under review. Redraft of Draft 1 under way.
	Industrial (P. Griffin)	2					June/1986	Position Paper completed/ sent to Deputy Minister for approval.
Clean Environment	Waste Disposal Grounds (W. Keryluk)		8				March/1985	Needs approval for consultation.
	Incinerators (A. Jackson)		8				March/1986	Needs approval for consultation.
	Septage (G. Balacko)	4					May/1985	At research stage.
	Gasoline and Associated Products (D. Ediger)	4					June/1985	Being prepared for consultation.
	Peat and Stubble Fires (L. Strachan)	1					December/1985	

ACT	PROPOSED REGULATION	STATUS					PROJECTED FILING	COMMENTS (SPECIFIC STATUS)
		Phase 1 (1-5)	Phase 2 (6-9)	Phase 3 (10-12)	Phase 4 (13-16)	Phase 5 (17-20)		
Clean Environment (Continued)	Livestock Production Operations: (C. Orcutt)							
	a) Land Use	4					June/1985	May result in one or two regulations.
	b) Technical	4					June/1985	
	Pesticide Permit (K. Plews)				14		March/1985	Order-in-Council prepared.
	Sewage Lagoons (D. Peterson)	1					June/1985	Concept stage.
	Asphalt Plants (A. Jackson)	1						
	Stack Sampling Facilities (A. Schultz)	1						
	Whey Regulation (C. Moche)	1						
Public Health	Swimming Pools (R. Stephens)				15		May/1985	Order-in-Council at Deputy Minister's office.
	Water Supplies (K. Kjartanson)	1						Position Paper being prepared.
	Waterworks, Sewerage and Sewer Disposal (K. Kjartanson)	1					March/1985	Gone to H.E.R.C. (Health process).
	Atmospheric Pollution (Repeal)	1						
	Collection and Disposal of Wastes (Repeal)	1						
	Rental Accommodation (K. Hawkins)	1						

4. EVALUATION RESULTS AND INTERPRETATION

INTRODUCTION

At the conclusion of each Consultation Meeting participants were requested to complete a meeting evaluation questionnaire. The purpose of this questionnaire was to assess the pre-meeting process, the meeting itself, and to help us better prepare for future such meetings.

The questionnaire was set out in two sections. The first section addressed timing and location, the second section addressed duration and content. Four questions were open-ended questions inviting respondents to voice their concerns or opinions.

I. TIMING AND LOCATION

1. Timing of Meeting Notification and Actual Meeting

The actual time between the interest groups being informed of the general consultation meeting and the actual meeting was six weeks. In asking respondents about this time spread, 54% (20 respondents) stated that they had plenty of time; 32% (12 respondents) stated that they had just enough time; 11% (4 respondents) stated that there was not enough time; and 3% (1 respondent) stated that there was totally insufficient time between notification and the holding of the meeting.

Therefore, the time between notification of the consultation meetings and the holding of the meetings was sufficient.

2. Comparison of Timing with 1983 Consultation Meetings

The time allowed in 1983 between notification and the holding of the meeting was several weeks (about 2 - 3 weeks). When asked how the timing of notification of the consultation and the consultation meetings itself for this year compared with the 1983 consultation meetings, 27% (20 respondents) stated that the timing was better; 8% (3 respondents) stated it was much better; 14% (5 respondents) said the timing was about the same; and 3% (1 respondent) said the timing was worse. The remainder did not respond to this question or did not feel they could comment because they did not attend last year's meeting.

Therefore, timing of the notification of the meetings and the holding of the meetings has improved from 1983.

3. Meeting Notification Lead Time Desired by Participants

In order to assess the lead time which respondents felt they required between notification and meeting, each respondent was requested to circle a figure between 1 and 10 weeks. The largest group of respondents (51% or 19 respondents) stated they required 4 - 6 weeks of lead time. The largest single response, 22% or 8 people stated they required at least 6 weeks; the second largest response group, 32% or 12 respondents stated they required a lead time of at least 2 - 4 weeks.

It is recommended that the lead time for future consultation meetings be a minimum of four weeks.

4. Frequency of General Consultation

Respondents were asked how often they would like to meet with the Minister for general consultations. Thirty percent of the respondents (11 people) stated that the consultations should occur just once a year; 27% or 10 respondents stated the consultation meetings should be held three times a year; and 22% or 8 respondents stated the meetings should be held twice a year.

It is recommended that general consultation meetings continue to be held once a year.

5. Preferred Time of Meetings

The largest group of respondents, 46% (17 respondents) stated that they preferred afternoon meetings; 40% of the respondents (15 respondents) preferred morning meetings, while 11% (4 respondents) preferred evening meetings.

Therefore, consultation meetings should continue to be held in the morning, afternoon and evening, with the largest number of meetings being held in the afternoon, second largest in the morning, and fewest number of meetings held in the evening.

Groups Identified as Preferring Afternoon Meetings:

- Mining Association of Manitoba
- Manitoba Medical Association
- Union of Manitoba Municipalities
- Workplace Safety and Health Advisory Council
- Manitoba Organization of Nurses Associations
- Manitoba Association of Registered Nurses
- Manitoba - Winnipeg Building Trades Council
- Canadian Society of Safety Engineering

Groups Identified as Preferring Morning Meetings:

- International Association of Machinists and Aerospace Workers
- Manitoba Parks and Recreation Association
- University of Manitoba - School of Nursing
- Manitoba Organization of Nurses Associations
- Canadian Society of Safety Engineers
- Canadian Agriculture Chemical Association
- Canadian Manufacturers Association
- Clean Environment Commission
- Occupational Health Nurses Interest Group
- Winnipeg Construction Association

Groups Identified as Preferring Evening Meetings:

- Manitoba Environmental Council
- Pesticide Research Lab - University of Manitoba
- Manitoba Environmental Council/Environment Chemical Committee
- Canadian Manufacturers Association

6. Preference for Weekday vs. Weekend Meetings

The vast majority of respondents (89% or 33 respondents) preferred weekday meetings. Three respondents (8%) stated they desired weekend meetings; one respondent (3%) stated either weekdays or weekends were acceptable.

Therefore, the majority of the consultation meetings should be held during the week, but that a limited number of weekend meetings take place.

Groups Identified as Preferring Weekend Meetings:

- International Association of Machinists and Aerospace Workers
- Pesticide Research Lab - University of Manitoba
- Canadian Manufacturers Association

Group Identified as Preferring Either:

- Manitoba Environmental Council

7. Preferred Months for Consultation Meetings

In order to ascertain the best months for meetings, respondents were asked to indicate the three months they most preferred. Preferred months were:

1.	November	23%	(21 respondents)
2.	October	18%	(17 respondents)
3.	September	11%	(10 respondents)
4.	May	11%	(10 respondents)
5.	January	9%	(8 respondents)
6.	March	9%	(8 respondents)

The remaining responses were scattered between the other months (excluding July and August).

Therefore, consultation meetings should continue to be held in the fall.

8. Ability to Hear Meeting Participants

The majority of respondents, 95% (35 respondents) had no difficulties in hearing speakers.

9. Ability to See Speakers or Displays

The vast majority of respondents, 89% (33 respondents) had no difficulty in seeing display or speakers.

Therefore, a similar set up of displays and speakers as used for the 1984 consultation meetings should continue to be used for future general consultations.

II. DURATION AND CONTENT

10. Length of Consultation Meetings

Ninety-two percent (34 respondents) felt the length of the consultation meetings was just right. Two respondents (5%) felt that the meetings were too short.

Therefore, the length of the consultation meetings as per 1984 is appropriate for future meetings.

Groups Identified as Perceiving Meeting too Short:

- Occupational Health Nurses Interest Group
- International Association of Machinists and Aerospace Workers

11. Formality of Meetings

Ninety-seven percent (36 respondents) felt that the degree of formality of the meetings was just right. One person (3%) felt that the meeting was too informal.

Therefore, present degree of formality of the meetings be retained for future consultation meetings.

12. Quality of the Information Package for Consultation

Generally, respondents felt that the information package they received for the consultation was adequate, with 11% (4 people) rated the package as very good; 35% (13 people) rated it as good and 43% (16 people) rated the package as adequate. Two respondents rated the information as inadequate. These included:

- Pesticide Research Lab - University of Manitoba
- Canadian Agriculture Chemical Association

One respondent (the Advisory Council - Workplace Safety and Health Division) did not receive the package and therefore, was unable to comment.

Therefore, a similar information package as presented for the 1984 Consultation Meetings would appear to be appropriate for future use.

13. Comparison of 1984 Information Package with 1983 Information Package

Fifteen people or 41% felt that the information package had improved to some degree over the 1983 package. Four respondents (11%) stated it was much improved, 11 respondents (30%) felt it had improved; while 4 people (11%) felt that the package was about the same.

Therefore, the 1984 information package has improved over 1983.

14. Time Allowed Between Receipt of Information Package and Meetings

The time allowed between the receipt of the information package and the consultation meetings was just under two weeks. Thirty-eight percent (14 respondents) felt they had received the information package in plenty of time; 35% (13 respondents) felt the lead time was just enough. A significant 19% (7 respondents) stated that this time period was insufficient.

It is recommended that there be an increase in the lead time between receipt of the information package and the actual meetings to accommodate those that had insufficient time.

Groups Identified who Suggested Time Period Inadequate

- University of Manitoba - School of Nursing
- Advisory Council - Workplace Safety and Health Division
- International Association of Machinists and Aerospace Workers
- Manitoba Parks and Recreation Association
- Canadian Agriculture Chemical Association
- Canadian Manufacturers Association

15. Information that Should be Included in the Information Package

Respondents were asked an open-ended question concerning information that they would like to appear in the information package.

Thirty-eight percent or 14 people responded to this question. The comments or concerns on the information package included:

(1) Inclusion of copies of legislation.

(2) Names of departmental staff.

(3) Names of departmental staff involved in the consultation meetings.

(4) Future plans of the Department.

(5) Detailed agenda of consultation meetings as well as objectives.

(6) Names of other associations in attendance.

(7) More detail on budget structure of the Department.

(8) Activities on-going at the Provincial Lab.

(9) Where the Department has information deficiencies and where they require help.

(10) Clarity of package needs to be improved--meetings do not always allow for sufficient time to question content of information package.

(11) Reference is often made to page numbers in 1983 package, this should be included along with package or page number references deleted altogether.

(12) Report is poorly reproduced.

(13) Should be distributed further in advance.

(14) A more specific agenda that matched background material distributed.

16. Rating of Information Presented on Department and Programmes

Generally, respondents were pleased with the information imparted at the meetings, with 57% (20 respondents) rating it as good; 30% (11 people) rating it as adequate; and 3% (1 person) stating it was very good. Two respondents (5%) rated the information as poor.

The Occupational Health Nurses Interest Group commented that they were dissatisfied with the information presented because they felt not enough information was available or was presented. The group also felt that the Minister avoided answering some questions, therefore "concealing vital information from the assembly". There was no commitment given by the Minister to implement programs suggested by meeting participants.

Therefore, the information presented to future consultations be presented in a manner similar to the 1984 consultation meetings.

17. Comparison of Information re Department and Programmes with 1983 Consultations

The largest group of respondents felt that the information was better than that presented at the 1983 consultation meetings. Three percent (1 respondent) stated it was much better, while 27% (10 respondents) stated it was better. Nineteen percent (7 respondents) stated the information was about the same as the 1983 meetings. One respondent (3%) stated that it was worse than last year.

Therefore, the information presented on the Department and its programmes has improved over the 1983 consultation meetings.

18. Presence of Other Staff at Meetings

Five respondents (14%) suggested that other departmental staff should be present at the general consultation meetings.

International Association of Machinists and Aerospace Workers - suggested Head of Industrial Hygiene Services and Specific Safety and Health Officers.
Manitoba Organization of Nurses Associations and Winnipeg Construction Association - Chairperson, Workers Compensation Board
Occupational Health Nurses Interest Group - Chief Medical Officer
Canadian Society of Safety Engineering - Head, Inspection Services

All Departmental Directors will generally be present at the consultation meetings. In addition if the Department is aware of specific issues/concerns that may arise at future such meetings specific staff of the Department will attend to address such issues/concerns.

19. Clarity of Information Presented Respecting Upcoming Topical Consultations

The majority of respondents, 54% or 20 people stated that information respecting upcoming topical consultations was clear. However, a significant number of participants, 7 respondents or 9% stated that the information was unclear, while 2 respondents (5%) found the information confusing.

It is recommended that information regarding upcoming topical consultation meetings be clearly stated at the general consultation meeting.

20. Value of Meetings to Respondents

Just over three quarters of the respondents (81% or 30 people) stated that the consultation meeting was valuable. Eleven percent or 4 respondents stated that the meeting was of high value. Only 1 respondent stated that the meeting was of little value.

These meetings are valuable to interest groups involved.

21. Value of 1984 Consultation Meeting Compared to 1983 Meetings

Of the 19 people who responded to this question, all stated that the meetings were as valuable or more valuable than the 1983 meetings. Nineteen percent or 7 people stated that the value of the meeting was about the same as last year. Twenty-four percent (9 respondents) stated the meeting was more valuable than the 1983 consultation meetings; and 8% or 3 respondents felt that these meetings were much more valuable than last years.

The value of the consultation meetings to interest groups has increased over the 1983 consultation meetings.

22. Other Issues Which Participants Would Like to Have Discussed at the Consultation

Seven people responded to this question. The issues that they would have liked to see covered at the consultations are:

- Workplace Safety and Health Division.
- Pollution caused by incinerators and industrial and municipal wastes.
- Department's ability to conduct issue-specific research.
- Department's ability to maintain internal morale given sustained constraint environment.
- Interest groups should submit areas of concern and these should be addressed at the outset and then discussed.
- Education qualification of departmental staff should be listed (to protect against malpractice).
- Environment information package is not discussed.

23. Relationship Between Respondent's Organization and the Department

Eighty-four percent or 31 respondents rated their organization's relationship with the Department as good or excellent. Eleven percent or four respondents described their relationship as poor or very poor. These included:

- Manitoba Parks and Recreation Association
- University of Manitoba School of Nursing
- Occupational Health Nurses Interest Group

Although the Department has a good relationship with most organizations, there are still a few with whom we have to do some more work by way of developing a good relationship.

24. Progress of Organization's Relationship with the Department over the Last Year

Thirty-eight percent of the respondents (14 people) stated that their organization's relationship with the Department has improved to some degree over the past year. Thirty-eight percent or 14 people felt that their relationships were about the same. Eight percent or three respondents were about the same. Eight percent or three respondents stated that their organization's relationship has deteriorated over the past year. These groups included:

- Manitoba Organization of Nurses Associations
- International Association of Machinists and Aerospace Workers

The Department must work at improving those relationships that have deteriorated over the past year.

25. Effect that Consultation Meetings will have on organization's relationship with the Department

Fifty-nine percent of the respondents (22 people) stated that their relationship with the Department may improve due to the consultation meetings. Thirty-eight percent or 14 respondents stated that the relationship would not change as a result of the meetings.

The consultation meetings are perceived by the majority of organizations as an opportunity for them to improve their relationship with the Department.

26. Suggested Improvements the Department can undertake

Thirteen people responded to this question. Their suggestions/concerns were:

- The Department should be better prepared to answer the more detailed questions.
- Concern at the lack of occupational medical and nursing resources available in the Department.
- The Safety and Health Officers of the Department should improve the follow-up or non follow-up procedures. Follow-up and reasons for non follow-up are inexcusable.
- Department needs health professionals on staff.
- Department should not attempt to cut costs by short changing environmental quality or monitoring.
- The Department should take a more public position on activities especially where there is high public interest.
- Should make staff accountable for preparing positions and should go public to defend them.
- Department should make more use of Manitoba Organization of Nurses Associations' input for future consultation.
- Department should consult with health professionals in relation to program planning, utilization of professionals etc.
- Department should provide more concrete information at the consultation meetings.
- Workplace Safety and Health Act should be amended to include that all industries in Manitoba develop an accident prevention policy in joint consultation.
- Department should examine all costs and impacts of regulations vs. the benefits, and ensure that all sides are heard before taking steps.
- Department should collaborate with Manitoba Association of Registered Nurses to develop the occupational health section in the Department.
- Minister has been effective in redressing the progress in occupational health.
- Occupational health and safety should be transferred to another Department.
- Workplace Safety and Health Act be amended in the area of employer responsibility to include that all companies shall have an accident prevention policy.

5. A. LIST OF PARTICIPATING ORGANIZATIONS

Building Trades Council
Canadian Agriculture Chemical Association
Canadian Association of Industrial, Mechanical and Allied Workers
Canadian Labour Congress
Canadian Manufacturers Association
Canadian Society of Safety Engineers
Canadian Union of Public Employees
Clean Environment Commission
Injured Workers Association of Manitoba Inc.
International Association of Machinists and Aerospace Workers
Manitoba Association of Registered Nurses
Winnipeg Construction Association
Manitoba Environmental Council
Manitoba Federation of Labour
Manitoba Government Employee's Association
Manitoba Heavy Construction Association
Manitoba Medical Association
Manitoba Naturalist Society
Manitoba Organization of Nurses Associations
Manitoba Parks and Recreation Association
Manitoba Safety Council
Mining Association of Manitoba
Occupational Health Nurses Interest Group
Office and Professional Employees International Union
Public Service Alliance of Canada
Retail Wholesale and Department Store Union
St. John Ambulance
School of Nursing, University of Manitoba
Service Employees' International Union
Stony Mountain Firefighters
Union of Manitoba Municipalities
United Food and Commercial Workers International Union
United Steel Workers of America
Winnipeg Chamber of Commerce
Workplace Safety and Health Advisory Council